

## **60201 Equal Employment Opportunity (EEO), Diversity and Affirmative Action**

The College will comply with federal, state and local civil rights laws, orders and regulations in all matters related to employment practices and procedures. The College is committed to ensuring that recruitment/hiring, advancement, and all other employment decisions are made without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity, transgender status, disability, marital status, status as a protected veteran (disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces Service Medal veteran), or status in any group protected by applicable federal, state, or local law, except where required by bona fide occupational qualifications.

The College values qualified individuals who bring to the College different backgrounds. The College will actively seek to diversify its workforce by insuring that College employment and promotional opportunities are open equally to all qualified persons, including persons of diverse ethnic and cultural traditions.

All advertisements regarding employment opportunities at the College will include the statement “EEO Employer/Vet/Disabled,” or a similar statement reflecting the College's commitment to equal employment opportunity, affirmative action and diversity in its workforce.

The College will maintain a comprehensive Affirmative Action Compliance Program in accordance with federal and state laws and executive orders. The President shall appoint an individual to serve as Affirmative Action Officer to develop and monitor the program.

(Amended 12/17/96; 8/25/15)